

## **Addendum to Disclosures 2021 (Under Pillar 3)**

- **Template 39: EU REM1 - Remuneration awarded for the 2021 financial year (Article 450 (1)(h)(i) and (ii) of the CRR)**
- **Template 43: EU REM5 - Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff) (Article 450 (1)(g) of the CRR)**

Template EU REM1 - Remuneration awarded for the financial year

			a	b	c	d
			MB Supervisory function	MB Management function	Other senior management	Other identified staff
1	<b>Fixed remuneration</b>	Number of identified staff	7	9	18,58	9,89
2		Total fixed remuneration	<b>612.341,76</b>	<b>4.838.439,51</b>	<b>2.595.960,69</b>	<b>957.345,70</b>
3		Of which: cash-based	612.341,76	4.413.396,20	2.460.512,49	888.558,64
7		Of which: other forms		425.043,31	135.448,20	68.787,06
9	<b>Variable remuneration</b>	Number of identified staff	7	9	18,58	9,89
10		Total variable remuneration	<b>0,00</b>	<b>3.431.504,00</b>	<b>1.314.868,07</b>	<b>236.287,09</b>
11		Of which: cash-based		1.775.252,00	1.204.868,07	236.287,09
12		Of which: deferred		981.751,20	55.000,00	
EU-13a		Of which: shares or equivalent ownership interests		1.656.252,00	110.000,00	
EU-14a		Of which: deferred		981.751,20	55.000,00	
17	<b>Total remuneration (2 + 10)</b>		<b>612.341,76</b>	<b>8.269.943,51</b>	<b>3.910.828,76</b>	<b>1.193.632,79</b>

Template EU REM5 - Information on remuneration of staff whose professional activities have a material impact on institutions' risk profile (identified staff)

		a	b	c	d	e	f	g	h	i	j
		Management body remuneration			Business areas						
		MB Supervisory function	MB Management function	Total MB	Investment banking	Retail banking	Asset management	Corporate functions	Independent internal control functions	All other	Total
1	<b>Total number of identified staff</b>										<b>44,47</b>
2	Of which: members of the MB	7	9	16							
3	Of which: other senior management				1	5		8,58	5	1	
4	Of which: other identified staff				1,42	1,72		2,33	2,42		
5	<b>Total remuneration of identified staff</b>	<b>612.341,76</b>	<b>8.269.943,51</b>	<b>8.882.285,27</b>	<b>390.218,94</b>	<b>1.059.573,77</b>		<b>2.390.432,17</b>	<b>1.088.933,16</b>	<b>175.303,42</b>	<b>13.986.746,73</b>
6	Of which: variable remuneration	0,00	3.431.504,00	3.431.504,00	146.750,00	261.262,09		754.843,70	349.799,37	38.500,00	<b>4.982.659,16</b>
7	Of which: fixed remuneration	612.341,76	4.838.439,51	5.450.781,27	243.468,94	798.311,68		1.635.588,47	739.133,79	136.803,42	<b>9.004.087,57</b>

Note: The document represents an addendum to the Disclosures 2021 (under Pillar 3) due to error in the preparation of Template EU REM1 and Template EU REM5. **Consequently, Template EU REM1 and Template EU REM5 in Disclosures 2021 (under Pillar 3) document is not applicable.**